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OPEDA

Organization of Professional Employees of the U. S. Department of Agriculture

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THE OPEDA ADMINISTRATION FOR 1951

The year 1951 is one which seems destined to call for much reexamination of programs, policies, and operations. Such reexamination is already in evidence at both the international and national levels. These in turn call for similar reexamination at the local and individual level.

It seems appropriate that in OPEDA we, too, should review our programs, policies and operations. Clearly, our basic reason for existence as an organization is to provide a means through which to crystallize and give effect to the mutual interests of a unique group of professional people engaged in the public service.

Clearly, too, the very fact of our occupation with public service implies concern for the conduct of the business of the public with diligence, honor,

and integrity. OPEDA, through its committees, in the past year has done much to crystallize into concrete terms some of the factors and considerations involved in maintaining a career service of this high character. We need to continue this task, and to this end I invite the active interest and co-operation of all members who desire to make a personal contribution.

Again, our concern for the public service should be of a continuing character. The need for public services will continue long after we as individuals have passed from the scene. But if the conditions of public service are not maintained in a character and at a level adequate to attract year after year the highest quality of public servant, the public service will fall short of its goal. We of OPEDA

have therefore a broad and permanent interest—as well as a personal and private interest—in its maintenance of working and living standards that will compare favorably with those outside the Federal Service, and which will eventuate in the maintenance of the highest quality of public service. Your Council has taken positive and admirable action on a number of matters directly concerned with this problem, and your Executive Secretary has been diligent in presenting the views of OPEDA to the appropriate legislative committees.

As we face 1951, therefore, I again urge your active participation in the work of your committees, that we may exert a truly constructive influence toward improving the public service.—*B. Ralph Stauber, President.*

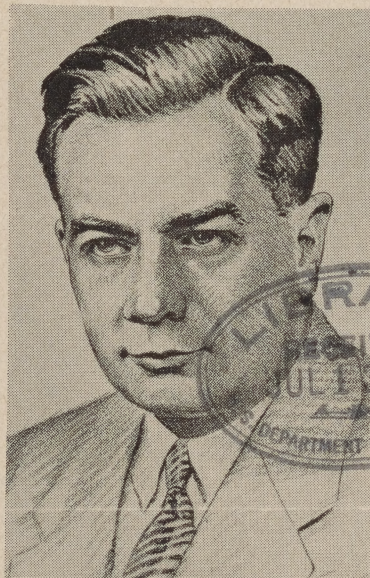
VICE PRESIDENT



JULIAN W. BOATMAN

Mr. Julian L. Boatman has been chief of the Division of Subject Matter in the Federal Office of Extension since 1939. He has served on the Departmental Farm Forestry Committee, the Tennessee Valley Correlating Committee, and the National Soil Survey Committee. In 1945 and 1946 he was in Europe with the War Department and had charge of the Agricultural School at Shrivenham American University in England. For four years he was with the Soil Conservation Service as State Coordinator and Regional Agronomist. In 1934 and 1935 he was a member of the State Corn-Hog Board of Review in Iowa, and from 1921 to 1934 he was with the Iowa State College engaged in research and extension work. He is a graduate of Iowa State, holding the B.S. and M.S. degrees.

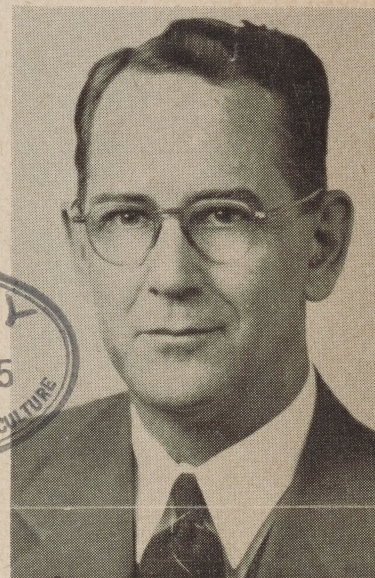
PRESIDENT



B. RALPH STAUBER

Mr. B. Ralph Stauber came to the Department 20 years ago, after receiving his M.A. degree from Minnesota. He served as Economist in Land Economics with primary responsibility for Land Value activities. Special work has included supervision of land appraisal for the Fort Peck Dam in Montana. Later, as a member of the Office of Land Use Coordination he assisted in coordinating departmental land use credit programs. During World War II he served with the War Relocation Authority. He returned to the Department in 1946 as head of the Division of Agricultural Price Statistics. He is on the teaching staff of the Graduate School and has been a member of the Departmental Committee on Mathematics and Statistics since 1946.

SECRETARY-TREASURER



C. K. MORRISON

Mr. C. K. Morrison was born and raised on an Oklahoma farm. He received the B.A. degree from the University of Oklahoma and worked on newspapers in Oklahoma for several years. Entering the Department in 1935 as Purchasing Agent for the Milwaukee Office of the Bureau of Agricultural Engineering, he transferred to Dayton, Ohio, with the Soil Conservation Service in 1939, to Upper Darby, Pa., in July 1942, and to Lincoln, Neb., in December 1942. He became Regional Personnel Officer for Farm Security Administration at Lincoln, Neb., in 1945; and transferred to Washington as chief, Employment Section, Farmers Home Administration, in 1947, and to Production and Marketing Administration as Staff Assistant to Chief, Office of Personnel Management, in October 1950.

MEMBERS OF THE EXECUTIVE COMMITTEE FOR 1951

John W. Asher, Jr., REA Chief, Personnel Div.	C. O. Henderson, PERS Chief, Div. of Training	B. A. Porter, EPQ Head, Div. of Fruit Insect Invest.
Julian W. Boatman, EXT Chief, Div. of Subject Matter	Harry Irion, FS Administrative Assistant	Frederick V. Rand, OPEDA Executive Officer
Thomas H. Bartilson, BAI Asst. Chief, Animal Husbandry Div.	C. K. Morrison, PMA Asst. to Chief, Off. Personnel Mgt.	Walter M. Scott, AIC Assistant Chief
Margaret S. Bryant, LIBR. Chief, Div. of Bibliography		B. Ralph Stauber, BAE Head, Div. of Agric. Price Statistics

MEMBERS OF THE COUNCIL FOR 1951

Agric. Economics Carl C. Taylor Patrick E. O'Donnell Charles E. Burkhead*	Dairy Industry Bessie L. Collins Ralph P. Tittsler*	Farmers Home Admin. Ralph Picard Sterling S. Landess Melvin V. Cole*	PISAE Roy B. Gray Mason A. Hein Anna Jenkins Robert E. Wester*
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Animal Industry Clarence H. Pals H. R. Bird A. K. Kuttler Sally Miller*	Extension Service Harry P. Mileham Fred C. Jans*	Information Elwood R. McIntyre Herbert E. Goodrich*	Soil Cons. Service J. H. Stallings Alfred Hedge E. J. Peterson Lloyd Signell*
Commodity Exch. Auth. R. Corbin Dorsey Helen M. Sachleben*	Farm Credit Admin. F. D. Van Sant Clay Mobley Guy A. Peterson*	Library Alice H. Wittwer Eleanor McNinch*	* Indicates alternate

OPEDA'S FINANCIAL STATUS, DECEMBER 31, 1950

Assets	
Cash in bank	\$4,380.81
Petty cash	25.00
Total assets	\$4,405.81
Liabilities	
Prepaid Dues—1951 (1,610 members)	\$3,220.00
Prepaid Dues—1952 (3 members)	6.00
Total liabilities	\$3,226.00
Surplus as of December 31, 1950	\$1,179.81

OPERATING RESULTS—MEMBERSHIP YEAR, 1950

Income	
Membership Dues—1950	\$5,165.00
Contributions	3.00
Total income	\$5,168.00
Expenses	
Salaries	\$3,546.88
Printing and mimeographing	1,363.77
Addressograph service	236.93
Postage	490.44
Office supplies	80.06
Telephone	24.34
Miscellaneous expense	128.93
Total expenses	\$5,871.35
Operating deficit, 1950*	\$703.35
Surplus, January 1, 1950	1,883.16
Surplus, January 1, 1951	1,179.81

* Due to membership campaign, July-Sept., 1950.

▼ **CONGRESSIONAL BILLS:** To our members—Stand back of OPEDA! Write individual letters to your Congressmen regarding legislative matters already submitted in bills before the Congress or which you believe desirable and legitimate for future action by them. Your officers will try to do their best for you, but your active support would be of immeasurable aid by bringing to their attention forcefully the opinions of their constituents. Remember, the Constitution guarantees the right of petition to all citizens of the United States. We as government employees want to give our best service to our Department and to the public: it is also our right to improve our working conditions and pay within all equitable limits.

▼ **OFFICE SECRETARY:** We regret to say that Mrs. Agnes N. Chowe, OPEDA's efficient Office Secretary for one and one-half years, has resigned to assume full-time secretarial employment under Civil Service. We are very fortunate, however, in that Mrs. Lila W. Meyer, for ten years a Congressional Secretary, is now taking over these duties for OPEDA.

**Give Generously
to Your
Red Cross**

▼ STATEMENT TO SENATE CIVIL SERVICE COMMITTEES. I.—Pay:

We have noted that S. 622 of the 82d Congress provides "that each of the existing rates of basic compensation provided by Title VI of the Classification Act of 1949, as amended, is hereby increased by 17 per centum of that part which is not in excess of \$5,000 per annum. . . ." This organization recommends that increases in the basic compensation to Civil Service employees be applied to their full basic salaries throughout the General Service grades. To do otherwise would not appear in accord with the principles of the Classification Act of 1949, one of the major objectives of which was to assure that employees will receive compensation commensurate with the responsibilities assigned to them.

We respectfully invite your attention to the importance of such increases in the upper as well as in the lower grades, for adequate and capable supervision and direction are recognized as being absolutely essential if the work of the Federal Government is to be conducted efficiently and effectively. It is, therefore, indispensable that the services of experienced scientists, administrators and supervisors be retained. These employees are conscientious and fully cognizant of the importance of their key positions in carrying forward the activities of the Government effectively; nevertheless, they are also in many cases the very ones who are sought by industry and they cannot entirely ignore their personal financial obligations, which are in general much higher than in the lower grades. Thus the possibility always confronts the Government that many such valuable public servants may transfer to civilian employment and that others on the outside who are now urgently needed for carrying on important Government functions may fail to be attracted unless sufficient incentives are provided. In fact, during recent months various Government agencies have reported large numbers of just such cases of failure to fill important posts in the Government Service because of the frequently greater appeal of working conditions and pay under civilian employment.

Our firm belief is that the expectancy of high employee standards and behavior with commensurate rewards to those who prove themselves faithful to their tasks through the years, is fully justified from the standpoints of the employee, the Government Service and the Congress. We, therefore, respectfully invite your serious consideration, recognizing the long range interests of the Government as well as the needs of the present emergency, to the following points: (1) *Increases in pay to compensate for the current increases in the cost of living.* (2) *Such increases in pay to be applied to the full basic salaries.*

It is our understanding that current proposals for extending the workweek contemplate that the overtime rates set forth in the Salary Tables issued by the Comptroller General's Office on October 31, 1949 (and again on October 5, 1950), will be used. These tables provide, for example, that a GS-4 employee would receive \$2.13 per hour for overtime, whereas a GS-14 would receive only \$1.51. Thus a sec-

retary would receive more than her principal, and a clerk would receive more than the official who directed her work and was responsible for the technical adequacy or the policy decisions represented. Such a situation not only seems contrary to the principle of compensating employees in a manner commensurate with the responsibilities assigned, as contemplated by the Classification Act of 1949, but seems at variance with the principles of compensation recognized throughout industry and the business world.

In closing, we should inform you that OPEDA is composed of approximately 2,900 members of the professional staff of the U. S. Department of Agriculture, banded together for the specific purposes of promoting better service to the Department and to the public and of furthering all legitimate improvements in working conditions and compensation to its members. Basically, the membership is made up of career service employees engaged in scientific research in the biological, physical, and social sciences, as well as of employees engaged in administration and supervision in virtually all of the bureaus of this Department.—*Frederick V. Rand, March 7.*

II.—Retirement: (a) You, the Senators of the 82d Congress, already have in your hands statistics and other information pertinent to S. 995. We do not wish to burden you with further details. What we stand for is a principle—namely, that whether it is a question of increases in basic pay or of annuities to cope with the current rises in the cost of living, we firmly believe that in all equity they should be applied to the full basic salaries and annuities. We are faced with a crisis that affects us all—active or retired Federal employees and members of Congress alike.

As S. 995 now stands, a retired annuitant drawing more than \$2,400 would receive no increase, since the maximum increase of \$360 a year allowable would have a cutoff figure of \$2,400.

Many of our retired annuitants are now hard put to it to meet the basic necessities of living for themselves and their wives. Moreover, costs for doctors and hospitals increase with age. Many have older close relatives to support as a whole or in part. May I present two examples to illustrate? One member writes: "I have delayed sending dues for this year because of debate within myself as to whether I had a moral right to continue taking the amount from my annuity, which is some six hundred dollars less than the cost of living." Another of our members, recently retired from a GS-12 position, under an annuity of about \$3,000, says: "I have the full support of myself, my wife and mother. We can not at present live decently on the annuity I receive. Consequently, I have had to take a part time job to help cover current living expenses alone, in spite of the fact that my doctor's orders were a flat 'no'."

May I add that we stand for full justice to all Federal employees from the lowest to the highest. But we feel, e.g., that a person who has spent several years of time and money in college and university study and train-

ing is deserving of equal consideration with one who has spent only a few months or a year or two in preparing for his work. In our opinion this bill plainly discriminates against those receiving annuities above \$2,400—against those with years of training who have given long and devoted service in positions of high responsibility. Moreover, inadequate salaries and annuities to Federal employees can only reduce the incentives to enter government service in these critical times when trained personnel is so sorely needed. In fact, it is so doing at this very moment.—*Frederick V. Rand, March 16.*

(b) With regard to Retirement credit for prior service under Federal-State cooperative programs, identical bills (S. 1019 and H.R. 2868) have been introduced. In brief, these include, for computing accreted length of service, the following Federal-State cooperative programs: (1) State Rural Rehabilitation Corporation, (2) agricultural experiment station research and investigation, (3) vocational education, (4) agricultural extension work, (5) forest and watershed protection, and (6) control of plant pests and animal diseases. A detailed statement has been prepared and presented at a Senate hearing and it will be rather widely circulated. Moreover, two luncheon meetings of representative U.S.D.A. officials have been held for discussion of all possible methods of approach that might aid in insuring passage of these bills. Both OPEDA and Department officials as a whole stand firmly behind this legislation.

▼ OTHER CURRENT LEGISLATIVE MATTERS: In addition to its actions on pay and retirement, the OPEDA Council, at its meeting of January 30, passed the following motions on which we are now working:

Multiple Taxation: That OPEDA take aggressive action on securing legislation to the effect that in the case of salaries and compensation paid entirely by the Federal Government no State or municipality or Federal district, other than the one in which the person has his residence, be permitted to impose a second local non-Federal income tax.

Disability Allowances: That OPEDA re-recommend to Congress the enactment of two proposals made in the 81st Congress: (a) That where persons in the course of duty sustained destruction of eyeglasses or dentures, for example, they would be compensated for the repair; and (b) that where persons incur a disability in connection with their official work (such, for example, as from trichinosis) they should receive compensation.

Write your Senators and Representatives, stating your stand on any or all of these legislative matters and your reasons therefor.

▼ ANALYSIS OF LEAVE QUESTIONNAIRE: A total of 808 replies to the leave questionnaire were received. The answers were as follows: to Question 1.(a): Do you believe 26 days annual leave—

Too much?	181, or 22.4%
Too little?	9, or 1.1
About right?	608, or 75.2

The fact that more than 22 percent of the members replying indicated that 26 days annual leave is too much seems to me to be significant. I did not check the number of replies which showed that the 26 days of annual leave were not used currently as earned, but almost all showed an amount in reply to either 3.(d) or 3.(e) or both. Thus, many of those who stated that 26 days annual leave is about right also said that they lost leave because accumulations were up to the maximum, and many others said that they carried over unused current leave. It should also be noted that 57 percent of those replying checked 4.(f) to indicate that workload prevented using all of their annual leave. This reason for not using annual leave was second only to 4.(c), accumulation of leave as a buffer against extended illness, which was checked by 66 percent of those replying.

The reason most frequently given for believing that 26 days is about right was somewhat as follows: "Government employees must take annual leave for all absences, such as getting haircuts, shopping, and other personal errands, and by the time leave is taken for these purposes not too much is left for real vacation purposes." However, the average amount of leave listed under 3.(b), for personal errands, etc., was only 5.8 days, and the average under 3.(c), for illness in the family, etc., was only 3.1 days, or a total of 8.9 days for these two reasons, leaving an average of 17.1 days for vacation purposes, or to be lost. The average actually taken for 3.(a), real vacation and recreational purposes, was only 12.1 days.

The principal reason given for believing that 26 days is too much was that few, if any, employees outside the Federal government have so much leave available, and that Federal employees' leave earning should be more nearly in line with commercial and industrial practices.

The answers were as follows to Question 1.(b): Do you believe 15 days' sick leave—

Too much? 111, or 13.7%
 Too little? 20, or 2.4
 About right? 663, or 82.1

The principal reasons given for believing that 15 days is about right was that most employees use only a small percentage of their sick leave but it should be available for those few who are incapacitated by extended illness or injury.

The principal reason for believing that 15 days is too much was that most employees take very little of their sick leave, so why make it available to them.

Question 2: If you think a change is needed, what do you suggest and why? was answered separately in very few instances, but reference was made to the answers to 1.(a) and (b).

The average of the answers were as follows to Question 3: On the average over a period of years how many days of annual leave per year did you take for—(a) Real vacation and recreational purposes? 12.1. (b) Personal errands, minor absences, shopping, consulting an attorney, haircut, funerals, civic duties, etc? 5.8. (c) Other purposes, such as illness in family? 3.1. (d) Days lost because accumulations were up to maximum al-

lowed? 4.8; (e) Unused current year leave carried over to next year? 4.5. It will be noted that these averages do not total to 26 days. Apparently this was because most of the replies to (a), (b), (c) and (d) were based on averages over a period of years, while the answers to (e) ordinarily were based on the current year.

The following answers were given to question 4: For what one or more purposes have you accumulated annual leave: (a) Extended vacation—more than 26 days? 225, or 28%. (b) Buffer for possible separation? 353, or 44%. (c) Buffer against extended illness? 531, or 66%. (d) Nest egg at time of retirement? 239, or 29%. (e) Time off for educational purposes? 126, or 15%. (f) Workload prevented using leave? 460, or 57%. (g) Other? 80, or 10%.

These averages do not total 100 percent, since most members answered more than one question. Many of those who checked (a) and (f) stated that they accumulated leave for these purposes but that their plans had seldom if ever materialized and that as a result they lost leave in the end.

Answers to Question 5: Should the Government provide severance pay for involuntary separation such as the plan provided in S. 3074 (81st Congress) described in paragraph 7 of the explanation above? were as follows—Yes, 504, or 68.5% of those answering the question or 62.3% of the total. No, 234, or 31.7% of those answering or 28.9% of the total; not answered by 70, or 8.6%.

Question 6: Do you believe annual and sick leave should be combined into one type of leave, provided some arrangement is made to permit employees to accumulate leave to be used for illness? was answered as follows—Yes, 249, or 32.6% of those answering the question or 30.8% of the total. No, 516, or 67.4% of those answering or 63.8% of total; not answering the question, 43, or 5.4%.

The following answers were received to Question 7: Would you favor a system of earning annual and sick leave on a sliding scale according to length of service, so that the older employees in terms of service would earn more leave than newer employees—Yes, 351, or 44.9% of those answering or 43.4% of the total; no, 434, or 56.5% of those answering or 53.7% of the total; 23 or 2.8% did not answer.

Question 8: Do you believe accumulated annual leave between 60 and 90 days should be liquidated in an orderly fashion so as to return all employees to the same basis, that is, a maximum of 60 days? was answered as follows—Yes, 433, or 56.8% of those answering or 53.5% of the total. No, 329, or 43.1% of those answering or 40.7% of total; not answering the question, 36, or 4.4%.

Several ways in which the leave could be liquidated were suggested, the one most frequently given being to use the excess leave over a period of three to five years, at the end of which the unused excess leave would be lost. This suggestion was made by many who have been losing leave or those who have not taken it because of the workload. Other suggestions were that the excess leave should be paid off in government bonds which could

not be cashed until their maturity date, payment in cash, or crediting toward their retirement account.

I shall not try to analyze the answers to the questions. I present the facts as compiled from the returned questionnaires.

The answers to the questions concerning an OPEDA insignie were rather overwhelmingly against the idea, principally on the basis that most people already have more lapel buttons than they can use.—C. K. Morrison, Chairman, Committee on Economic Criteria.

▼ CONSERVING AND UTILIZING SCIENTIFIC AND PROFESSIONAL MANPOWER DURING AN EMERGENCY: (Talk by S. B. Fracker at OPEDA Luncheon Meeting, February 20, 1951)—The subject I have been asked to discuss today is of interest to all members of the professional employees of the Department. As individuals, we may be subject to assignment if total mobilization of scientific resources becomes inevitable. In our offices and on our field projects, military manpower policies have a bearing on the difficulty of recruitment. Even more fundamentally, we are each affected by the degree to which the United States will be able to defend itself if we become involved in a major war.

While consideration of this problem is still somewhat chaotic and unresolved, we may be able to get some order out of the present complicated situation by discussing first, the problem itself, its complications and its magnitude; second, we can look at the various bodies, committees, and boards that are having some influence on the developing policy; and third, we might review the present procedures and such indications as there are about anticipated changes in those procedures.

The Problem

The problem of the conservation of scientific and professional manpower under war emergency conditions was recognized to some extent during the past two world wars, but never became as extremely pressing as it will be if the United States has to face an all-out effort by communistic countries to destroy this nation and western Europe and to bring within its influence the rest of the Western Hemisphere and other parts of the world. The reason that the problem is so pressing under the current dangerous situation is that, for the first time, we are facing immensely larger populations than our own and those with which we will presumably be allied. In the two wars against Germany and one against Japan, our potential personnel resources were greater than those of the enemies and our material resources were so large that we never felt that the outcome was in serious doubt. In the case of the peoples now under control of communism, however, the total populations include so many hundreds of millions, and the potential armies so many tens of millions that any combat on a man-to-man basis would be extremely hazardous.

Those who have been studying this problem most carefully during the past two years are convinced that the only possibility of survival in a com-

bat in which hostile forces might be aiming at the complete destruction of the United States as an important power is to utilize our manpower in such a way as to take advantage of our technological and professional ability and make each member of the military personnel count as if he were ten or a hundred as compared with the military forces of the past.

The situation is further complicated by the absence of any estimate as to the length of time we will be facing such a situation. It is possible that there may be no major open hostilities for many years (other than such limited actions as those in Korea)—but with a “cold war” persisting that would mean a continuous threat. This not only necessitates our facing the problem with respect to the technological and professional competence now active and available, but means that a continuous supply of trained and able young men must be developed.

A number of attempts have been made to estimate the number of professional scientists and engineers available in the United States and also to determine some approximation of the number whose training is of such a nature that they could take an active part in new research. This preliminary work has led to the establishment by the National Security Resources Board of a “National Scientific Register,” an extensive attempt to inventory our national scientific manpower. The work is being handled by the Office of Education of the Federal Security Agency. To provide information for the Register, the National Institute of Physics has mailed out questionnaires to about 12,000 qualified physicists, and the American Chemical Society is similarly reaching an estimated 82,000 chemists. The American Institute of Biological Scientists estimates that they will be able to circularize about 40,000 biologists. The over-all totals in all scientific fields may reach about 150,000.

The Scientific Personnel Office of the National Research Council has made some estimates on the number of scientists who have demonstrated research ability or have had several years research experience. For this purpose they are using the recently issued edition of “American Men of Science,” and have circularized the universities to find out how many Ph.D. degrees have been granted in scientific subjects during the past twenty years or so. It appears that from 40 to 50 thousand scientists have had some experience and demonstrated ability in scientific research. About one-fourth of these are chemists and the others are scattered among 20 or 30 other fields depending on how finely divided an occupational classification is used. The number of science doctorates granted has averaged 2,500 per year since 1947.

In engineering, about 50,000 were graduated in 1950, but enrollments indicate that only 35,000 will finish this year; followed by 25,000 in 1952, 20,000 in 1953, and 16,000 in 1954.

No manpower policy can now materially increase these figures on science and engineering personnel. The problem is accordingly that of conserving and utilizing what we have and of keeping new and younger generations

coming along. In 1949 nearly 80 percent of all public and private research in this country was being financed by military agencies. If defense research and development appropriations are increased by 50 percent, or doubled, where are the personnel for such a program to be obtained? It is clear that only by the most careful transfer and assignment policies can such necessary civil and military technical needs be met.

Manpower Boards and Committees

The problem just outlined has been apparent for several years and has accordingly been subject to considerable study. The organizations concerned have been so numerous that they are hard to keep track of. Suppose we try to list a few.

Under the Selective Service System, General Hershey appointed six advisory committees (on a subject-matter basis) in the fall of 1948. These committees, under the over-all chairmanship of M. H. Trytten of the National Research Council, reported on December 1, 1950, and their report is available and has been distributed. It relates only to the Selective Service System.

The National Security Resources Board has had an office of medical personnel since 1949. Very recently (December 18, 1950), Mr. Symington appointed a Scientific Manpower Advisory Committee under the chairmanship of C. A. Thomas of the Monsanto Chemical Co. That committee reported on January 13, 1951, proposing among other things a permanent National Scientific Personnel Board.

The Department of Defense has a Personnel Policy Board advisory to the Secretary of Defense—recently through Mrs. Anna M. Rosenberg, Assistant Secretary.

The designation of essential activities is a responsibility of the Department of Commerce. All Government responsibilities, local and national, have been so designated.

The Department of Labor, through its Office of Defense Manpower, has the job of naming essential occupations. Many scientific and agricultural kinds of work have been so named. Jerry Overby represents this Department in discussions of that Office.

The Bureau of the Budget designated Government offices as “defense” agencies. In this Department, PMA and the Forest Service have been so designated, and the rest of the Department is under consideration.

To some extent, Government interests in this problem are coordinated through recommendations to the White House by the President’s Interdepartmental Committee on Scientific Research and Development. Dr. Cardon is Agricultural representative on that committee.

Present Status

All these diverse groups have agreed on a basic objective, and even to a large extent on its implementation.

The objective is that technical skill should be utilized so far as possible in the public interest, that scientists are not asking for deferment, but for utilization of their skills where they will do the most good, and that the flow of technically-trained, able young

people must be continued uninterrupted at all costs.

There is now pending in Congress the Universal Military Training bill (H.R. 1752 and Substitute Amendments to S. 1) which includes the Administrative proposal to implement these objectives so far as they apply to students.

This provision, Section 1 (r), is remarkably clear-cut and comprehensive. The clauses most worthy of note provide that 75,000 college students would be chosen by a civilian commission to continue their studies. The method of selection is not specified in the bill. The Selective Service Advisory Committee suggested the initial use of the so-called General Classification Test which attempts to measure native ability without regard to the relative quality of the educational opportunities of the student. They proposed that the selectees might be those exceeding some such score as 120 to 130. (This may be compared with 70 as the minimum intelligence level for acceptance for military service; and 110 the minimum score for officers’ training.) Maintenance of successful work in college would be required for continuance.

Two features of this proposal are controversial. At the beginning of the section, the limitation of the use of this plan only to 1954 is generally objectionable to scientists. The supporters recommend this limitation on the theory that by 1950 enough men will be coming out of military service to keep the flow of technically trained men continuous. Research scientists mostly consider as fatal for best results, such a break in the training of the best brains of our younger generation, and believe that this provision should be permanent.

The other controversial feature comes at the end of the section. Here it is stated that all technically trained persons must at the end of their training be inducted into military service or “perform other military or civilian service in the national interest.” Many feel that this may result in too complete a control by the military of the entire male population of the country for perhaps many years.

In conclusion, let us review briefly the present status of the problem—as of today—

1. All males of 19 to 26 are subject to induction unless deferred.

2. Occupational deferment can be granted if the local boards are convinced the men are employed in essential occupations or are engaged “in study, research, or medical, scientific, or other endeavors—necessary to the maintenance of the national health, safety, or interest.”

3. ROTC plans are in process and this program is expected to be expanded further.

4. Under an order of January 26, 1951, induction of all college students upon graduation is postponed for 30 days to give them an opportunity to obtain employment in essential industry, or to enlist in the Navy or Air Forces. They then become eligible for occupational deferment.

5. If and when technically trained men are inducted, they are supposed

to be referred from all over the country to the Technical Corps at Fort Myer, Virginia, for assignment to some technical or scientific installation of the Army.

6. Those veterans who since 1945 have voluntarily signed up for the inactive Reserve are being called up in large numbers. Mostly, the Army unit to which they are attached will not allow more than one deferment of six months for their employers to find a successor to the reservist. However, if a technical service such as the Chemical Corps learns of the case, transfers of the reservist to such technical services can usually be arranged immediately after he reports for duty.

7. Similar transfer mechanisms exist in the Navy and Air Forces, but there is practically no chance of transfers between services, such as from Army to Navy or vice versa.

8. All the military services are trying to assign skilled men to work that will utilize their skills. The machinery is creaking, but seems to be working at least better than it was in World War II.

▼ MR. KNEIPP SPEAKS AGAIN (Remarks by L. F. Kneipp at December 19, 1950, Luncheon Program)—

"Maybe the Public Service Committee ought to get down to a fundamental premise first and then branch out. Let's start with what OPEDA professes—that those who are qualified for membership are not simply people to be judged on the basis of an honest day's work for an honest dollar—not on the basis of contractual labor relations—but rather as persons who have made particular sacrifices of time and effort and subjected themselves to particular disciplines in preparing themselves for professional and public service—as persons to whom their work is not a means of life but a way of life. They have obtained positions in the affairs of Government of sufficient importance and prominence to vest them with certain degrees of power over the lives and fortunes of the American people. Consequently, they have a dual obligation—to themselves as persons and to their families, but also to the American people. Therefore their determinations and recommendations are entitled to a certain degree of superior consideration; to recognition that their proposals are not entirely materialistic but are motivated by purposes of the highest public welfare; their findings to be gauged accordingly and their services rewarded accordingly.

"The committee should determine: Is that a sound premise? Is that the professional attitude? Or are the professional employees merely people proposing to do an honest day's work for an honest dollar? If the committee determines that the premise is sound and correctly expressive of the

professional ideal, then the next thing is to define the few basic principles of action or the courses of procedure or the readjustments of the individual's personal life and activities through which he or she can best attain the goal or standard. The next step is to express the form or substance of those principles in such words that they are not mere shibboleths but adequately define a definite concept and course of action. A dedication to the whole public interest which transcends the welfare of the individual participant somewhat analogous to the obligations of the ministry or priesthood, might be unique in the public service, but might it have merit?

"That is one approach. Or OPEDA could get more fundamental still. One of the most serious dangers to our social order is emotional immaturity—adult infantilism—the abnormal extension of the adolescent period, all meaning the same thing—a selfishness, a lack of reality. Perhaps OPEDA could get back to the beginning and study whether that trend is adversely influencing the fully effective performance of the professional functions of the Department and, if it is, what practical measures can be suggested to minimize or eliminate such a trend."

▼ THE MEMBERS SPEAK: "Perhaps a few, rather silent chaps have spent a part of their professional careers as 'soil surveyors' on State-Federal programs—work that was fully cooperative with the USDA, resulting in joint publication by the Department. Later they joined a Department agency as regular USDA employees, and find themselves much disadvantaged in their retirement status."

"Enclosed is application for membership and check for \$2. Thanks for invitation to take membership, never knew that such an organization existed, but I am attracted to it. I have been with the Department nearly 29 years, an insignificant front line soldier in a county office, used to pour Washington wisdom out to my farm people that I try to serve."

"I am in receipt of your letter inviting me to become a member of OPEDA. I did not know until I received your letter that I was eligible for membership in this fine organization for which I have a very high regard."

"Am getting along to where retirement is being considered seriously. Have been wondering recently if the cash payment for accumulated leave could be placed in the retirement fund instead of being taken as cash. That is, of course, on the supposition that it would be possible to side-step being

placed on 'terminal leave' pending retirement."

"Just recently have been undergoing a barrage of letters inviting me to subscribe for 'Jerry Kluttz's Federal Employee News Letter.' The letter makes interesting reading and might be of some value now and then to some of the employees. I am wondering if there might be a possibility of getting it at a lesser rate on the 'mass subscription' idea." (No reduction; \$8 said to be at cost.)

"If Federal employees do not get an increase in salary soon I am through with OPEDA."

Reply to Inquiry from a Field Member: "With reference to your recent letter may I say that the matter of security of Government records involving monetary payments to individuals was taken up at the October meeting of our executive committee. The consensus of opinion was in full agreement with your statement. It was felt, however, that this is an administrative responsibility which undoubtedly has already been looked after. Even the banks and stores of Washington and some of the large industrial corporations of the country are now duplicating their records by microfilm or other processes for safe-keeping."

"It is apparent that the beginning base pay of the different grades through GS-10 should remain the differential between those grades. I would suggest that OPEDA use what influence it can to initiate legislation to establish within-grade increases at \$150 for all grades up through GS-10."

In approaching a number of prospective members, the question has been raised as to eligibility and as to just what the term "professional" really means. According to OPEDA's constitution, it is inclusive of GS grades five and up. According to Webster's unabridged it is any occupation, "if not purely commercial, mechanical, agricultural or the like, to which one devotes one's self; a calling in which one professes to have acquired some special knowledge used by way either of instructing, guiding, or advising others or of serving them in some art." Put the two together and you have it.

The four membership files in the OPEDA office are always available for consultation by members, and any field unit will be supplied with a current list of its members on request.

Please notify us promptly of missing issues or changes in address.

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